



# COLORADO OUTWARD BOUND SCHOOL

**Position: Emerging Leaders Fellowship**

**Location: Leadville, CO**

**Department:**

**Reports To:**

**FLSA:**

**Position: Seasonal**

**Date Updated: December 2021**

## **Organizational Overview**

The Colorado Outward Bound School (COBS) is a non-profit adventure-based education organization that emphasizes personal growth through challenge and experience. For over 60 years our wilderness courses have focused on inspiring responsibility, teamwork, confidence, compassion, and environmental and community stewardship.

## **Commitment to Diversity, Equity, and Inclusion**

Colorado Outward Bound School celebrates diversity and strives to create an inclusive environment for all employees. We are an equal opportunity employer and do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, nation origin, age, genetic information, disability, veteran status, or any other basis covered by appropriate law. All employment is based on qualifications and business needs.

We want to be transparent with all applicants that working at the Colorado Outward Bound School means joining a growth-minded community where we are actively dismantling our organization's white supremacy culture. This conversation shows up at all levels of the organization – in our trainings, in our meetings, on our courses, and in our daily lives. Anti-racism and diversity, equity, and inclusion work can be messy at times and [we remain committed](#) to navigating that together. Challenge and discovery are what we do and (un)learning is a fundamental part of our practice. COBS was originally built for and by white men, and now in support of our community members with marginalized identities – at COBS, in the outdoor industry, and beyond – we are actively working on changing that story to support individuals with different identities to empower themselves as we address barriers related to race, culture, socioeconomic, ability, gender, identity, geographic location, and mental health. While we are committed to learning and making necessary changes, we recognize we have a long way to go and want to notify applicants of that up front.

## **Position Summary**

The COBS Emerging Leadership Fellowship provides an opportunity for training and obtaining field experience to fill an entry-level assistant instructor position during the summer season based in the Rocky Mountain Program (RMP) in Leadville, Colorado. This seasonal position begins in the summer (May) and ends in August. Paid training takes place prior to beginning your role as an assistant instructor. During the summer season, we strive for the Fellows to work between 20 and 30 course days as assistant instructors.

The Fellows will work directly with current Instructors and Course Directors to deliver the Outward Bound mission and Education Framework through primarily a wilderness setting, primarily backpacking in Colorado. If a Fellow successfully completes any of our trainings, they may be positioned as a primary instructor on courses and can manage risk while on the course. If a Fellow is unable to pass a training then they will be positioned as an intern on a course and will be mentored by the instructional staff, a step in becoming an Assistant Instructor the following summer. Fellows will work with a dedicated program leader who will support their career aspirations, assist with skill development, and support scheduling, community, and support needs.

Fellows, like instructors, also support pre- and post-course needs through planning, packing and structuring the course, completing course debrief paperwork, safety analysis and gear cleaning.

Fellows will be able to receive financial support to assist with costs associated with travel and the purchase of gear needed to complete the program.

After the Fellowship is complete you will have an End of Season check-in and we will look back on your summer and work with you to continue growing as an instructor. We will also provide support for your career goals, if outside the organization.

## **Essential Responsibilities and Duties**



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- Deliver the Outward Bound mission and Education Framework while teaching course components. Utilizing the instructor role to educate students about character development, leadership, and service
- Fully participates in course planning; including development of educational and technical curricula, route planning, food and equipment organization/packing
- Supports the other instructors and Course Director in all aspects of course safety; identifying, assessing and managing environmental and social risk
- Demonstrates the ability to behave as a role model for students, able to manage a range of student behaviors in a positive manner
- May be required to manage a student group and all emergencies in co-instructor's absence
- Able to locate and use communication systems in the event of an emergency
- Follow warehouse and basecamp systems to ensure a high functioning basecamp and program. Packing, cleaning, repairing, and inventorying of gear and food
- Participate in the emergency on-call system by supporting evacuations and responding to field emergencies when needed
- Adheres to all local operating procedures, safety policies and emergency procedures outlined in the Field Staff Manual and Employee Handbook
- Provide clear, effective and timely communication with an Instructor, Course Director, Supervisor, or other staff. Committed to openly sharing and receiving feedback from staff
- Committed to building a sustainable, equitable, and inclusive work environment where diversity is celebrated and valued across the COBS community, and our staff & students feel a sense of belonging.

## Education and Work Experience

- Medical Certification: Must be able to obtain a Wilderness First Responder (WFR) prior to training, COBS is able to assist with this. Please see:
  - Desert Mountain Medicine's website: (<https://desertmountainmedicine.com/outdoor-rescue-training-courses/wilderness-first-responder-wfr/>)
  - NOLS WMI Courses (<https://www.nols.edu/en/coursefinder/courses/wilderness-first-responder-WFR/>)
  - Other great organizations are: SOLO and Wilderness Medical Associates
- Mental Health First Aid Certification: Available trainings can be found at <https://www.mentalhealthfirstaid.org/population-focused-modules/youth/>
- Demonstrates the ability to behave as a role model for students, able to manage a range of student behaviors in a positive manner
- Ability to effectively work on diverse teams or with a diverse range of people
- Experience working with youth
- Ability to demonstrate emotional regulation and balanced decision-making in stressful situations.
- High level of professionalism with strong leadership attributes both in work and community environments.
- Flexible, adaptable and open to change
- Strong personal motivation, initiative, follow through and commitment
- Ability to work both independently and cooperatively as a positive team member
- Strong and effective communicator, both written and oral. Ability to give and receive both positive and constructive feedback
- Able to prioritize and work on multiple projects simultaneously

## Physical Requirements

- Must be sufficiently fit to participate in all site and course activities and maintain ample energy, strength and focus to aid students and instructors
- Occasionally has long days, sometimes for up to 16+ hours a day, or possibly more in the case of an emergency
- Constantly works in outdoor weather conditions, occasionally during poor weather
- Ability to lift, crawl, bend, carry and pull. Work is sometimes done in confined spaces and at height
- Must be able to carry equipment weighing 50 pounds and possibly more.



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- Ability to participate in vigorous to moderate physical activity including but not limited to backpacking, rafting, and/or rock climbing

## **Compensation and Benefits**

- Starting wage \$105 per day
- Optional Accident Policy available
- Eligible for Professional Deals
- 56 hours sick /year
- Onsite housing option. Meals included in the summer months.

## **Application Process**

- Apply for this position on [cobs.org](http://cobs.org)
- Upload your resume and answer the application instructions
- Supplemental documents can be uploaded as appropriate
- Applications accepted on a rolling basis